

The Development of Professional Skills in the Care of the Critical Neonate Overcoming Strategy for the Development of Competencies in Nursing Care for the Critical Neonate

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Received: April 28, 2021; **Published:** October 28, 2021

Abstract

Introduction: The vertiginous development of the Neonatal Intensive Care Units and their international trends, demands the preparation of the Nursing professional in pursuit of quality care.

Objective: To design an Overcoming Strategy for the development of specific professional skills in nursing care for the critical neonate.

Methods: Systematization, Analysis-Synthesis, Functional structural systemic, Modeling and socialization workshop.

Results: The design of the Overcoming Strategy responds to the social need for the development of specific professional skills in nursing care for the critical neonate. Its foundation integrates philosophical, epistemological, psychological and social references, which not only guarantee the instructional impact, but also lead to the development of specific values and skills to exercise competencies.

The proposal of the Overcoming Strategy is structured in phases, moments and actions for its implementation, the assessment through the socialization workshop corroborated the relevance, feasibility and possibilities for its development in the Neonatal Intensive Care Units.

Conclusion: The foundation of the Strategy of overcoming for the development of specific professional competences in nursing care to the critical neonate, allow to establish essential relationships that contribute to the theory to this area of knowledge. The structure of the proposed strategy is in correspondence with the foundations assumed and contributes to the improvement of the Nursing professional performance in the NICU.

Keywords: *Specific Competencies; Professional Improvement; Critical Neonate*

Introduction

The field of Neonatology requires the continuous and growing development of nursing professionals for specialized care to the critical neonate. The development of neonatal intensive care units (UDUs) demands the preparation of the nursing professional for daily work from a consistent practice that pursues humanized care and impacts the quality of life of the critical neonate [1].

Professional improvement in Nursing should be in correspondence with knowledge updating, professional skills development and value formation in correspondence with performance for professional and human improvement [2]. These grounds suggest alternatives from the perspective of competent development of professionals, mainly in specialized services such as ICUNs.

Citation: Elsa Martínez Sariol. "The Development of Professional Skills in the Care of the Critical Neonate Overcoming Strategy for the Development of Competencies in Nursing Care for the Critical Neonate". *EC Paediatrics* 10.11 (2021): 10-17.

In the area of Neonatology are inserted research that includes methodologies for evaluation, training and development, however do not address the particularities of the development of specific professional competences in nursing care to the critical neonate [3,4]. A study carried out at the NICU of Santiago de Cuba, resulted in the identification of specific professional competencies for the care of the critical neonate, were subsequently evaluated and the result emphasizes the need for its development [5-8].

This research proposed to research the alternatives for its development in the field of Medical Education, for the individual, collective and social benefit of nursing professionals who provide care to the newborn neonate. That is why from this background is derived as a research problem: How to contribute to the development of specific nursing professional skills in the care of the critical neonate?

To contribute to the solution of the problem, it was aimed at: designing an Overcoming Strategy for the development of specific professional skills in nursing care to the critical neonate. This process must be developed with a transformative character, which integrates and enhances the contributions that can be made from Medical Education.

The term strategy often appears in most studies associated with Medical Education, as an alternative proposed by various authors; which set it once the objectives to be achieved have been determined. These works have made valuable contributions where strategies are designed, in response to a problem that arises in professional practice in different contexts of action [9-14].

Methods

The research was structured in two stages, theoretical foundation and design and evaluation of the strategy, took into account the diagnosis made by the author in previous stages, which shows that nursing professionals in the UCIN of Santiago de Cuba possessed an average level in the development of the competencies [8]. During the research it was compiled with ethical and scientific standards established in the update of the Helsinki Declaration at the General Medical Assembly, Fortaleza, Brazil, October 2013. The principles of justice, charity and respect for people were fulfilled.

The following theoretical methods were used for the foundation and design of the strategy:

- **Systematization:** To elucidate common and general features of different approaches of strategies used as theoretical references in their foundation and design.
- **Analysis-synthesis:** Allowed the analysis of the relationships that are established and the characteristics for the construction of the proposed Overcoming Strategy.
- **Functional structural systemic:** It enabled the establishing of the structural and functional relationship between the theoretical basis of the Strategy and the actions of overcoming to develop specific professional skills in nursing care to the critical neonate.
- **Modeling:** Used to design the Overcoming Strategy, based on contentive elements and components and their dialectical relationships, achieve abstraction levels and graphical representation.

The evaluation of the results of the proposal was carried out through a socialization workshop; which made it possible to obtain the assessments in terms of their fundamentals, structure and feasibility, as well as to assess the main ideas under reflection and the suggestions proposed. The workshop involved 49 professionals from them 38 experts and 11 doctors in science, who were trained in this area of knowledge [15].

Results

For the theoretical foundation of the strategy from the systematization carried out to the work of several authors [9-14], the author of this research finds various points of coincidence, which serve as references for the definition and design of strategies such as: use of

methods and procedures that enable the transformation of the behavior of subjects, seen in the performance of those involved, leading them to professional improvement.

They propose solutions to the problems presented in professional practice in an integrated way, either scientifically, with a systemic approach, planned in phases, stages or moments that facilitate the development of actions, in their structure s allows the development of functions such as: planning, organization, execution, evaluation and control. They also provide interaction in multidisciplinary teams with humanistic sense, professional ethics and values, in the face of raising the quality of life of patients and family members.

The operational analysis in the systematization carried out, allowed to assume and contextualize the distinctive elements to define strategy of improvement for the development of specific professional competencies in nursing care to the critical neonate such as: system of personalized actions on a scientific character, from the conjugation of methods, procedures and techniques that enable the transformation of the professional performance of the subject, linked to the development of the specific professional skills of nursing professionals in the care of the critical neonate since postgraduate training; which favors its humanist-clinical-ethical character, from the Nursing Care Process, to raise the quality of care in neonatal intensive care services.

The elements of the scientific logic of the defined strategy implicit in knowledge, values and existence, underpin the philosophical aspects, based on the logical thinking of the scientific method and the understanding of technological advances in the ICU, where they increase sensitivity and professional feelings, being more generous, authentic and human to profess love as the deepest trend of the moral development of Nursing that left as a legacy Florence Nightingale [16].

The understanding of the social need for change in the state of overcoming nursing professionals in ICUDs lies in the sociological foundation of the strategy, part of the influence of the educational process and the social environment on the development of the individual, as a dialectical unit of social content and is conceived from the activities proposed for the acquisition of knowledge as well as the political precepts that regulate the social behavior of the health professional [12].

Psychological foundations are the basis for providing the professional with the necessary tools that facilitate the achievement of individual satisfaction and professional improvement, the conceptions of the contextual dialectic of the historical-cultural approach are interpreted, which proposes that, through aids and experiences, learning is enabled [13,17].

The actions proposed in the Overcoming Strategy check the road of the theory in the contextual scenario. This epistemological basis is given in the interaction of nursing professionals through scientific methods to practice nursing in ICUNs and that makes it possible to emphasize the reunification of Education at Work for professional improvement in the care of the critical neonate.

The proposed Overcoming Strategy also incorporates as a theoretical livelihood the general principles of medical education sciences. Nursing professionals in developing their professional skills acquire a degree of autonomy that allows them to be more independent in their actions, through the scope of the scientific knowledge, skills, attitudes and ethical values of the profession that benefit the evolution of the critical neonate and the environment in which they develop.

It also supports the strategy proposed by the teaching principles of Medical Education:⁽¹⁸⁾ which through it makes coexist and enhances the integration of attentional and educational processes in the UCN of Santiago de Cuba, contextualized in the advances of sciences and new technologies which justifies the scientific process of the educational teaching process.

The F organizational organizations of Professional Improvement (FOSP) selected, will be in accordance with identified problems, which promotes the independence and creativity of the actions, based on models and theories of Nursing as an indispensable element for professional clinical practice and an indissoluble patient-family-professional relationship of Nursing that increases sensitivity, spirituality, and the values that are assumed and manifested in the Strategy of improvement [19-21].

The operation strategy for the development of specific professional skills in nursing care to the critical neonate, which is proposed in this research part of the methodological organization proposed by De Armas, Ramirez and others in 2001 [9-14]; it will be structured in

general objective, mission, three contentive phases at times and actions for its implementation in the ICUNs. Based on the methodological structure described and the foundations underpinning the strategy, modelling was carried out to achieve abstraction levels and graphic representation as shown in figure 1.

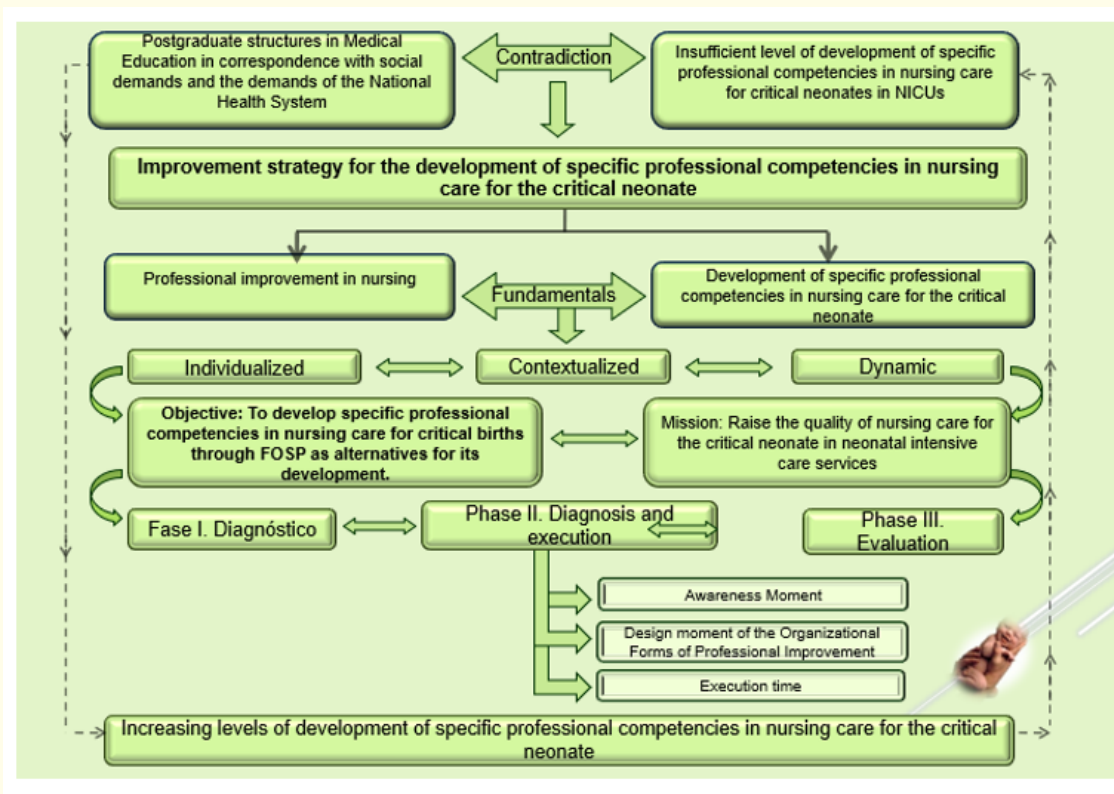


Figure 1: Modeling of the overcoming strategy for the development of specific professional skills in nursing care to critical neonate.

Strategy structure

General objective: To develop specific professional skills in nursing care to critical neonate through organizational forms of professional improvement as an alternative to its development.

Mission: Have the quality of the care of Nursing to the critical neonate in the ICU.

Diagnostic phase: The phases that make up its methodological structure are described as: First phase: Diagnosis. Second phase: Planning and execution, is content in three moments; Moments: awareness raising, elaboration of the organizational forms of professional improvement and execution. Third Phase: Evaluation.

Specific objective: To achieve the level of development of specific professional skills in nursing care to critical neonate. In the implementation of this phase, three actions are proposed which make it possible to verify the current state of development of the identified professional competences: (a) to request the evaluative instruments, and to value the results of the instruments applied and to identify the problems and potentialities in the context in which they are diagnosed.

Planning and execution phase: It is divided into three moments; awareness raising, selection of FOSPs and implementation based on the development of declared actions.

Specific objective: And to secure the organizational forms of professional improvement planned, for the elevation of the level of development of specific professional skills in nursing care to the critical neonate. at the moment of awareness: awareness is made to convey to the tellers the importance of professional improvement and the feasibility of the Overcoming Strategy proposed to develop specific professional skills in nursing care to critical neonate in ICU.

At this time of awareness-raising they will be carried out as fundamental actions; Conversation with administrative decision-ors, teachers and professionals of the UDUs, to participate in the organizational form of professional improvement, to make known the need for improvement, as well as to raise awareness for their implementation. A motivational workshop for the awareness of nursing professionals in charge of the care of the neonate critical of the overcoming strategy should be realized.

Moment of elaboration of the organizational forms of professional improvement: At this time the organizational forms of professional improvement are designed to allow to develop the actions for the development of specific professional competencies in the professionals involved in the research. The Shares will be; Selection of FOSPs in correspondence with the diagnosis and context to be developed, s choice of the cloister of teachers to impart the FOSPs that are selected their subsequent design.

It is recommended by the researcher the design of a diploma as a way to raise the professional level and improve performance in THE UCIN, suggests taking as a reference Resolution 140/2019. Graduate Education Regulations [22] and fundamentals of methodological design provided by Dr. C. Martínez [23] in his doctoral work, since his contributions contribute to conforming the methodological structure that allows the development of professional competences through an organizational form of professional improvement.

Moment of execution: The actions planned for the implementation of the Overcoming Strategy are executed and their actions will be directed to; (f)ormalization of technical scientific cooperation agreements with the teaching scenarios of training, reunion with the teacher cloister selected to discuss the topics to be given according to diagnostic results; inventory of problems and policies, determination of material resources that support the development of the activities programmed in the Overcoming Strategy.

In addition, the work or collaborating institutions and the identification of the bibliographic acquis bank that enriches the learning possibilities of the Graduates in Nursing selected for the implementation of the selected FOSPs will be carried out.

Evaluation phase: Will be carried out with the objective of avoiding the implementation of the Strategy of overcoming from the level of development of specific nursing professional competences for the care of critical neonate in the ICU and its Actions will be; to undertake the strategy to control and evaluate from its conception to assess successes, achievements and difficulties in its contribution to the development of specific nursing professional skills for the care of critical neonate in The UDCU.

This evaluation will serve to follow up on the initial diagnosis in response to the evaluated context and to the analysis of the results and suggestions presented during the implementation of the improvement strategy.

FOSPs are designed to provide increasing levels of development of specific professional skills in nursing care to critical neonate, which are fed back in the different phases to meet the overall objective of the Overcoming Strategy and the resolve with this the contradiction existing in the context of its development.

As results of the socialization workshop carried out for the evaluation of the strategy is highlighted by the participants; the relevance of the proposal, express that its theoretical foundations, logical and hierarchical structure, the relationship between the components of the alternatives conceived as FOSP and the levels of competition development, are very relevant in the logic of the dynamics of the learning teaching process of the nursing professional working in the UCIN and allow to respond to problems and potentialities.

As regards the assessment of the effectiveness of the Overcoming Strategy, it is revealed that the foundation and structure conceived are appropriate. The system of actions conceived by phases and moments, is valued as very effective for its integral and dynamizing character; it is positive when the participants are valued the possibilities for the development of specific professional competences in the care of nursing to the critical neonate.

It was further raised that they not only guarantee the instructive impact, but also lead to the development of specific values and skills and is a way to overcome CIN nursing professionals to exercise skills.

Discussion

The scientific nature of the overcoming strategies designed in the works of several authors [9-14] is identified with the designed overcoming strategy, since they provide interaction in multidisciplinary teams with humanistic sense, professional ethics and values, in order to elevate professional improvement. The theoretical sustainment relate to what Dr. C. Añorga J. expressed, (...) overcoming must contribute to reflection, to the changes that transcend in the prosperous professional and human improvement, internally linked to competences” [24].

From the system of coordination relationships of the theoretical categories, the development of competences in THECUNs is energized, in which the principles of Medical Education are manifested, its teaching principles and theories of Nursing, as well as the relationships established between its categories bring internal consistency to the design of the strategy. This allows it to acquire qualities that make it more relevant; individualized, contextual and dynamic in nature.

The individualized character is expressed in a Nursing Care Process, which becomes a complex process and leads to the creative realization of tasks at different levels of depth that takes into account the level of development that the subject has, which is sized during learning and is designed to complement or update the studies carried out previously.

On the other hand, this strategy becomes contextual because it takes into account the problems identified in the diagnosis carried out and its design is based on the existing potentials to project transformative actions that allow to develop the competencies, therefore it can be perfected and / or adapted to the specific conditions of the context where it is applied.

The dynamic character is attributed to the system of functional relations mediated by the systematizing axis, which energizes the contents that develop in the different FOSP. Psychological, philosophical, epistemological and social references are integrated and establish essential relationships between the transdisciplinary content for the care of the critical neonate- the application of productive methods in Medical Education linked to the scientific method of the profession and the ways of overcoming in Education at Work, which promotes the development of specific professional competences that contribute to the strategy its individualized, contextual and dynamic character [25].

The proposed strategy is the result of the concretion at the didactic level, of the theoretical and methodological guidelines obtained from the modeling process and that can be synthesized in to relational understanding performance-competence, to assume actions that integrate references of nursing sciences and medical education sciences.

The possibilities of the application of systematization in performance as a dynamizing axis, to influence the dynamics of the development of the proposed competencies through the continuous identification of problems and potentialities in nursing professionals and that the development of specific competencies, is a viable alternative for the transformation of the process of overcoming the nursing professional in the care of the critical neonate [25].

The strategy therefore concretes the systemic and integral sequence of actions aimed at improving performance, through the development of specific professional skills in nursing care to the critical neonate.

The assessments made to the Overcoming Strategy for the development of specific professional skills in nursing care to the critical neonate through the socialization workshop express their relevance. It is revealed that the foundation and structure conceived are adequate. The system of actions declared by phases and moments is valued as very effective for its integral and dynamizing character.

Conclusion

The foundation of the Overcoming Strategy for the development of specific professional skills in nursing care to the critical neonate integrates philosophical, epistemological, psychological and social references, which from Medical Education, allow to establish essential relationships that contribute to theory to this area of knowledge. The structure of the proposed strategy is in line with the fundamentals assumed and contributes to the improvement of nursing's professional performance in ICUNs.

Declaration of Conflict of Interest

The authors declare that there is no conflict of interest.

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Volume 10 Issue 11 November 2021

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